

DYNAMIC MENTORING CONNECTIONS

INTRODUCTION:

Mentoring is a dynamic process designed to unleash the potential of employees. Built on mutual respect, trust and the sharing of ideas and experience, mentoring plays a critical role in career development. As organizations adapt to dynamic environments, traditional training methods may not keep pace with the complexity and diversity of today's landscape. Those who cannot adapt and learn quickly will not prosper.

Dynamic Mentoring Connections is designed to build a legacy of knowledge throughout the organization. It moves the mentoring partnership from the informal to the formal and combines the key elements of relationship building with a well thought-out plan for individualized development.

Through personalized information generated from the TTI Success Insights™ software, participants have the opportunity to immediately increase their knowledge of self and others. TTI Success Insights™ reports clarify individual work styles, how styles effect job performance and how the mentor and protégé can work together to build on strengths and overcome weaknesses.

BENEFITS:

Dynamic mentoring

- ◆ Creates a learning organization that continually adapts and improves its performance to meet the needs of demanding and informed customers.
- ◆ Improves communications, strategic planning, job satisfaction and cross-training.
- ◆ Provides employees with an opportunity to assess their potential and place themselves in roles where they can thrive.
- ◆ Fosters career, organizational and personal growth.

Day 1: Mentors and Protégés

INTRODUCTIONS AND ORIENTATION

- History of the mentoring program.
- Introduction of program coordinators and participants.

WHY MENTORING?

- Define “dynamic” mentoring and explore why mentoring is an essential tool for career and organizational development.
- Explore the difference between informal and formal mentoring.
- Explore the benefits of mentoring.
- Clarify the mentoring program goals and objectives.

BUILDING EFFECTIVE MENTORING PARTNERSHIPS

- Discuss productive mentoring relationships and how to keep them on track.
- Learn how a person’s DISC behavioral style can help or hinder the connection between mentor and protégé.
- Learn how to blend DISC behavioral styles for improved mentoring relationships.

THE MENTORING CONNECTION

- Learn how to use TMC to best support the needs of the mentoring partnership:
 - Application process
 - Calendar of events
 - Locating situational mentors
 - Mentoring action plans and agreements
 - On-line discussion forums

Day 2: Mentors and Protégés

THE MENTOR’S ROLE

- Understand strengths and based on these strengths how to share his/her wisdom of experience.
- Understand the four stages of a mentoring conversation.
- Build 5 key skills for mentoring success: strategic questioning, skillful listening, wisdom sharing, productive feedback and designing valuable developmental experiences.
- Provide developmental opportunities that grow and groom a seasoned workforce.

THE PROTEGE'S ROLE

- Set career goals and make wise career decisions based on these goals.
- Assess skill level in three key areas: building relationships, demonstrating expertise and navigating the organization.
- Explore the pivotal role of the supervisor.
- Understand strengths and weaknesses.
- Identify education and training needs.

SUSTAINING MOMENTUM

- Explore the rules of trust, respect and confidentiality.
- Identify planning strategies for long distance mentoring.
- Learn how to develop Mentoring Action Plans and Agreements.
- Trouble-shooting tips and techniques.

MENTORING MATCHING PROCESS

- Explore the characteristics to look for in a mentor/protégé.
- Learn how to identify and select a mentoring partner using The Mentoring Connection.